



# Master Chief Petty Officer of the Coast Guard Notes

FEB 2008 – AUG 2008

MCPOCG Charles "Skip" Bowen

## RB-M UPDATE

I wanted to bring everyone up to date on the RB-M. The Coast Guard's newest multi-mission asset, the 45-foot Response Boat-Medium (RB-M) is nearing the end of the first period of Operational Testing and Evaluation (OT&E) at Station Little Creek, VA. The RB-M is a self-righting, all-aluminum boat with twin diesel engines and water jet propulsion. It will replace the 41-foot UTB that we've been using for over 30 years.



The Coast Guard selected Station Little Creek to receive the first RB-M based on the wide range of missions performed by the station and the high operational tempo in the Portsmouth, Norfolk, and Virginia Beach area. The plan is deliver future RB-M's to a variety of Coast Guard Stations based on their unique mission requirements that provide opportunities to evaluate the boats performance.

Meeting with BMCM Tom Baker and MKCM Danny Wong on the bow of the RB-M.

This is a great platform. Unlike some of our older boats this boat was designed with crew comfort in mind. It has a full cabin that provides heating and air conditioning, shock mitigating seats, protection from the elements, a robust navigation system, and a communication system capable of communicating with other agencies during cases. It will greatly enhance our mission capabilities.

RB-M 45602 is expected to be delivered in August 2008 to Cape Disappointment, WA  
RB-M 45603 is expected to be delivered in September 2008 to Key West, FL.

## **Coming Soon:**

RB-M 45604 - Expected delivery in October 2008 to Milwaukee, Wisconsin

RB-M 45605 - Expected delivery in November 2008 to New York, New York

RB-M 45606 - Expected delivery in December 2008 to Port Aransas, Texas

## **LAW ENFORCEMENT / SECURITY RATING**

On 06 June 2008 the Commandant signed the decision memo specifically authorizing the stand up of a new law enforcement / security rating. This is a huge step for the Coast Guard. This success was the result of over a year's worth of an outstanding effort by everyone on the LETSGO team and everyone associated with the project.

Now that the initial planning stage is complete, the implementation stage has begun. This process is predicted to take 18 – 24 months. We are working closely with the Personnel Command to establish timelines and guidelines. The first step toward creating a new enlisted rating will be to select three Master Chief's to fill the positions of Rating Force Master Chief, 'A' School Chief and Subject Matter Specialist/ Course Writer. You can expect to see an ALCOAST solicitation for these positions in the near future.

I know that there are a lot of unanswered questions. Please be patient. We'll get the information out as soon as we have it. Former MCPO-CGRF George Ingraham (brought back on active duty for this project) has been my personal point man on the project team; he can be reached at 202 / 372-3041 or [George.Ingraham@uscg.mil](mailto:George.Ingraham@uscg.mil) . You can also expect routine updates with timelines and status reports to be published via ALLHANDS and ALCOAST messages.

## **COAST GUARD PERSONNEL TO TRAIN AND SERVE WITH U.S. NAVY SEALS**

The below ALCOAST details an agreement with the U.S. Navy and the Special Operations Command that will allow Coast Guard personnel to train and serve with U.S. Navy SEALS. Most of the feedback that I've gotten regarding this initiative has been overwhelmingly positive. Yesterday however a Petty Officer asked me, "Why is the Coast Guard doing this?"

For me it comes down to three things:

First, one of our primary and most important Coast Guard missions is, and always has been, National Defense. Even a single Navy SEAL is a potent force. A modest Coast Guard personnel investment will return big dividends for the Nation in this mission area.

Second, we expect these personnel to eventually return to the Coast Guard. The competencies gained while serving with the SEALS will be invaluable to units like the MSRT, (we will have multiple MSRTs in the future) and our MSSTs. The capabilities of these units are continuing to mature and this is an additional way that we will gain expertise.

My third reason is service pride. Why have some Guardians served as Astronauts? Beyond the obvious contribution to national goals there is very little correlation with being an Astronaut and Coast Guard missions. In the case of Guardians serving with U.S. Navy SEALS there is a direct correlation to supporting national defense. SEALS are arguably the most elite fighting force in the world. To my knowledge, no other military service member has served as

**a SEAL and been a member of any service other than the U.S. Navy. I hope every Coast Guard person feels an element of pride when the first Coast Guard member makes it through SEAL training.**

R 311806Z JUL 08 ZUI ASN-A00213000022

FM COMDT COGARD WASHINGTON DC//CG-00//

TO ALCOAST

CNO WASHINGTON DC

SOCOM IESS MACDILL AFB FL

JCS NMCC WASHINGTON DC

DHS OPERATIONS DIRECTORATE WASHINGTON DC OSD WASHINGTON DC BT UNCLAS //N01000//

ALCOAST 367/08 COMDTNOTE 1000

SUBJ: ASSIGNMENT OF COAST GUARD PERSONNEL TO TRAIN AND SERVE WITH U.S. NAVY NAVAL SPECIAL WARFARE (SEALS) 1. I AM PLEASED TO ANNOUNCE I RECENTLY SIGNED A MEMORANDUM OF UNDERSTANDING (MOU) WITH THE U.S. NAVY AND THE U.S. SPECIAL OPERATIONS COMMAND THAT WILL ALLOW COAST GUARD PERSONNEL TO TRAIN AND SERVE IN THE U.S. NAVY NAVAL SPECIAL WARFARE COMMUNITY, SPECIFICALLY AS U.S. NAVY SEALS. THIS MOU IS THE CULMINATION OF A PROCESS STARTED IN JULY 2007 AND WILL ALLOW SELECTED COAST GUARD PERSONNEL TO BE ASSIGNED TO TRAINING AND DUTY AS A NAVY SEAL TO SUPPLEMENT U.S. NAVAL SPECIAL WARFARE FORCES. IN ADDITION TO PROVIDING CAPABILITY TO THE NAVY AND SPECIAL OPERATIONS COMMAND, THIS PROGRAM WILL PROVIDE COAST GUARD PERSONNEL THE OPPORTUNITY TO GAIN EXPERIENCE IN THE PLANNING, TRAINING AND EXECUTION OF SPECIAL OPERATIONS.

2. BACKGROUND. THE COAST GUARD HAS A PROUD AND DISTINGUISHED HISTORY AS AN ARMED SERVICE. THE OPPORTUNITY TO PARTICIPATE IN THE NAVY SEAL PROGRAM MARKS ANOTHER CHAPTER IN THE COAST GUARDS HISTORY OF SUPPORTING OUR SISTER SERVICES IN MEETING THE CHALLENGES FACING OUR NATION AND PROVIDES ANOTHER OPPORTUNITY TO OPERATIONALIZE THE NATIONS MARITIME STRATEGY. SINCE 9/11, OUR SAFETY AND SECURITY MISSIONS HAVE GROWN CONSIDERABLY, AND WE MUST CONTINUE TO LEARN AND INCREASE OUR SPECIALTY KNOWLEDGE BY PROVIDING OUR PERSONNEL WITH THE REQUISITE SKILLS. THIS NEW PROGRAM PROVIDES AN OUTSTANDING OPPORTUNITY FOR OUR SERVICE MEMBERS TO GAIN VALUABLE SKILLS AND KNOWLEDGE TO SUPPORT DOD AND INCREASE THE COAST GUARDS CAPABILITIES IN OUR PORTS, WATERWAYS AND COASTAL SECURITY (PWCS) MISSION, SPECIFICALLY COUNTER-TERRORISM AND ANTI-TERRORISM OPERATIONS.

3. PROGRAM IMPLEMENTATION AND ELIGIBILITY STANDARDS. THE DEPLOYABLE OPERATIONS GROUP (DOG), IN PARTNERSHIP WITH THE COAST GUARD PERSONNEL COMMAND AND NAVAL SPECIAL WARFARE COMMAND WILL ADMINISTER THE IMPLEMENTATION OF THIS PROGRAM. THIS PROGRAM IS OPEN TO ALL MALE PERSONNEL BELOW THE AGE OF 29 WHO MEET THE RIGOROUS ELIGIBILITY STANDARDS REQUIRED TO ENTER SEAL TRAINING. A SOLICITATION MESSAGE DETAILING SPECIFIC PROGRAM ELIGIBILITY REQUIREMENTS AND THE APPLICATION/SCREENING PROCESS IS FORTHCOMING.

4. SEAL TRAINING AND OPERATIONAL TOUR. THE SEAL TRAINING PROGRAM INCLUDES BASIC UNDERWATER DEMOLITIONS/SEAL AND SEAL QUALIFICATION TRAINING THAT WILL LAST 18 MONTHS TO TWO YEARS. UPON TRAINING COMPLETION, SUCCESSFUL CANDIDATES WILL BE DESIGNATED AS A SEAL AND ASSIGNED TO A SEAL TEAM. PERSONNEL WHO SUCCESSFULLY COMPLETE SEAL TRAINING CAN EXPECT TO BE ASSIGNED TO NAVAL SPECIAL WARFARE FOR A

TOTAL OF FIVE TO SEVEN YEARS, WHICH COULD INCLUDE THREE TO FIVE OPERATIONAL DEPLOYMENTS.

5. THIS IS AN EXTRAORDINARY OPPORTUNITY FOR THE COAST GUARD AND ITS PERSONNEL. I ENCOURAGE ALL ELIGIBLE PERSONNEL TO CONSIDER THIS PROGRAM.

6. ADMIRAL THAD ALLEN, COMMANDANT, SENDS.

7. INTERNET RELEASE AUTHORIZED.

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## THE GUARDIAN ETHOS

**This ALCOAST formalizes the “Guardian Ethos” as the Coast Guard’s official ethos. It also, establishes a service wide identity for Coast Guardsmen. As the Commandant states in the message...“We are Guardians.”**

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FM COMDT COGARD WASHINGTON DC

TO ALCOAST

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ALCOAST 366/08

COMDTNOTE 1000

SUBJ: THE GUARDIAN ETHOS

1. THIS ALCOAST FORMALLY INTRODUCES THE "GUARDIAN ETHOS." AS THE COAST GUARD MODERNIZES, THE "GUARDIAN ETHOS" WILL ASSIST THE SERVICE IN TYING OUR MILITARY, MARITIME, MULTI-MISSION CHARACTER TO A MORE TANGIBLE SERVICE IDENTITY; AN IDENTITY THAT WILL RESONATE WITH OUR PEOPLE, OUR EXTERNAL PARTNERS, AND CUSTOMERS ALIKE.

2. WE HAVE AN INCREDIBLY RICH HERITAGE AND I BELIEVE IT IS TIME TO OFFICIALLY DEFINE OUR "ETHOS." ABOUT A YEAR AGO TRAINING CENTER CAPE MAY WAS CHARGED WITH REFINING THEIR CURRICULUM TO SUPPORT THE DEVELOPMENT OF A MORE PHYSICALLY FIT APPRENTICE WHO HAD INTERNALIZED THE COAST GUARD'S CULTURE, CHARACTER AND CORE VALUES AS DEPICTED IN PUBLICATION NUMBER ONE. DURING THIS PROCESS THE "GUARDIAN ETHOS" WAS CREATED:

### "THE GUARDIAN ETHOS"

**I AM AMERICA'S MARITIME GUARDIAN.  
I SERVE THE CITIZENS OF THE UNITED STATES.  
I WILL PROTECT THEM.  
I WILL DEFEND THEM.  
I WILL SAVE THEM.  
I AM THEIR SHIELD.  
FOR THEM I AM SEMPER PARATUS.  
I LIVE THE COAST GUARD CORE VALUES.  
I AM A GUARDIAN.  
WE ARE THE UNITED STATES COAST GUARD.**



3. THE "GUARDIAN ETHOS" IS NOT INTENDED TO REPLACE THE COAST GUARD CREED. THE CREED IS A CONTRACT AN INDIVIDUAL MAKES WITH THE COAST GUARD; THE ETHOS IS DIFFERENT - IT DEFINES THE ESSENCE OF THE COAST GUARD AND COULD BE VIEWED AS THE CONTRACT THE COAST GUARD AND ITS MEMBERS MAKE WITH THE NATION AND ITS CITIZENS.

4. THE COAST GUARD HAS SERVED THE AMERICAN PUBLIC FOR OVER 200 YEARS. THE SURGE CAPABILITIES INHERENT IN A MILITARY ORGANIZATION COMBINED WITH MULTIPLE AUTHORITIES/COMPETENCIES DUE TO OUR MULTI- MISSION NATURE MAKE US UNIQUE IN GOVERNMENT AND OF GREAT VALUE TO OUR NATION. HOWEVER BECAUSE WE ARE SO MULTI-FACETED, FROM TIME TO TIME WE ARE NOT WELL UNDERSTOOD.

5. THE "GUARDIAN ETHOS" IS THE EMBODIMENT OF THE COAST GUARD'S CAPSTONE DOCTRINE, PUBLICATION NUMBER ONE.

[HTTP://WWW.USCG.MIL/TOP/ABOUT/PUB1.ASP](http://www.uscg.mil/top/about/pub1.asp) THE "GUARDIAN ETHOS" IS THE ESSENCE OF OUR SERVICE - IT IS WHO WE ARE. DATING BACK TO THE DAYS OF THE STEAMBOAT INSPECTION SERVICE, THE U. S. REVENUE CUTTER SERVICE, THE U. S. LIFE SAVING SERVICE, AND THE U. S. LIGHTHOUSE SERVICE, WE HAVE A PROUD HISTORY OF SERVING THE CITIZENS OF THE UNITED STATES IN THE MARITIME DOMAIN, PROVIDING SAFETY, SECURITY AND STEWARDSHIP. AS AMERICA'S MARITIME GUARDIANS, WE PROTECT THEM, WE DEFEND THEM, AND WE SAVE THEM. WE ARE THEIR SHIELD, AND WE STAND ALWAYS READY FOR THE CALL TO DUTY. WE LIVE THE COAST GUARD CORE VALUES. INDIVIDUALLY, WE ARE EACH GUARDIANS, WHO HAVE SWORN AN OATH TO SUPPORT AND DEFEND THE CONSTITUTION AND WHO ADHERE TO THE COAST GUARDSMAN'S CREED. TOGETHER, WE ARE THE UNITED STATES COAST GUARD.

6. THE ADOPTION OF THE "GUARDIAN ETHOS" PROVIDES US WITH A CONSISTENT SERVICE WIDE TERM FOR OUR PEOPLE. WE ALSO KNOW GUARDIANS HONOR THE PAST BUT MUST CONTINUALLY LOOK TO THE FUTURE AND ADAPT. TO PROTECT, DEFEND, AND SAVE TODAY AND TOMORROW WE MUST UNDERSTAND THAT CHANGE AND MODERNIZATION ARE CONSISTENT WITH OUR GUARDIAN ETHOS. AS GUARDIANS WE WILL CONTINUALLY CHANGE AND IMPROVE OUR COAST GUARD.

7. WE ARE GUARDIANS.

8. ADMIRAL THAD ALLEN, COMMANDANT, SENDS.

9. INTERNET RELEASE AUTHORIZED.

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**I encourage you to share this with those that work with you and for you.**

## **OFF-DUTY VEHICLE / MOTORCYCLE SAFETY**

**The Office of Safety and Environmental Health (CG-113) is hosting a Coast Guard Motorcycle Safety Summit at the end of August. They have invited Occupational Safety Experts, Motor Vehicle Safety Experts, Experienced and Novice Motorcyclists and Senior Enlisted leaders from across the Coast Guard, DOD and federal government agencies. It is my hope that they will be able to determine what positive steps we can take to reduce the occurrence of Motorcycle Mishaps involving our Coast Guard Family, while giving due respect to our people's rights to engage in Motor Cycle riding.**



## **SENIOR ENLISTED COMMAND MASTER CHIEF COURSE CMC**

The Senior Enlisted Leadership Course (SELC) is focused on creating a pool of highly motivated and trained Master Chief and Senior Chief Petty Officers for assignment to Command Master Chief (CMC), Rating Force Master Chief (RFMC), and Master Chief Petty Officer (MCPO) billets. The former SECMC Course has been modified from a gold/silver badge platform to training targeted at senior Chief Petty Officers; that is Senior Chiefs and Master Chiefs. This course is not limited or exclusive to Command Chiefs. However, applicants must be E-8 or E-9 to attend (E-7s can attend if space available). The name has been changed to Senior Enlisted Leadership Course to better reflect the curriculum. This modification aligns the course with the enlisted leadership continuum (LAMS- CPO Academy- SELC- Keystone).

### **Upcoming classes:**

SELC 08-Sep-08	19-Sep-08	SELC 04-08 (slate full)
SELC 27-Oct-08	07-Nov-08	SELC 01-09
SELC 02-Feb-09	13-Feb-09	SELC 02-09
SELC 04-May-09	15-May-09	SELC 04-09
SELC 14-Sep-09	25-Sep-09	SELC 04-09

## **MODERNIZATION LETTER TO CO's/OINC's**

Below is the text of a letter I recently sent to unit Commanding Officers and Officers in Charge. At their last meeting with the Commandant, the Leadership Advisory Council recommended that as we move nearer to modernization implementation that I send a letter to field leadership detailing a deckplate view of the reorganization.

Dear Commanding Officer/Officer in Charge,

Everyone has heard, discussed, and hopefully understands the ongoing Coast Guard modernization efforts. One of my jobs is to help communicate Coast Guard leadership's intent to the field, and the field's concerns to top leadership. As we rapidly move toward 2009, and start getting nearer the time when actual organizational pieces and even people may start moving, I thought it might be a good time to write a letter to field leadership describing how I personally view the reorganization, potential challenges involved, and the role of field leaders as change agents.

Combining the two Areas into one Operations Command, Creating a Forces Readiness Command, completely reorganizing logistics support into a bi-level system using product line management delivered through a Deputy Commandant for Mission Support, product focused logistics centers, and field detachments, creating a Deputy Commandant for Operations, and the creation of the Deployable Operations Group all taken collectively represent change on a scale not seen in the Coast Guard since World War II. We are completely clearing out the closet, discarding unneeded or outdated practices that sometimes work against us, and then putting resources back together in a way that makes sense in today's world. Further we are creating an agile system that will automatically keep the closet orderly as it responds to future needs.

In order for modernization to be successful, the Coast Guard's field leadership must understand what we are doing, why we are doing it, and how it relates to their specific mission and personnel. Change is difficult and any change has the potential to positively or negatively impact our people. A big part of reorganizing successfully involves communication. We need to use every tool in the tool box to communicate where the organization is heading. The Coast Guard Modernization section on CG Central's homepage <http://cqcentral.uscg.mil/mycq/portal/ep/home.do> is updated frequently, and includes an extensive list of Frequently Asked Questions.

The real goal of the modernization is to create a Coast Guard organization that can sense changes to the external environment and automatically adjust based on current and projected requirements. Small course changes are far better than waiting for multiple major issues to buildup and then having to turn the organization 180 degrees. As a former multiple tour Officer in Charge ashore and afloat I feel that the single largest factor that will decide the extent of the Coast Guard's success in the modernization effort will be the extent of active participation from the "deckplate" leaders in the field. We can assist by helping to sense pitfalls, communicate up the chain, and provide senior leadership recommendations for alternate courses as required.

I am honored to be taking part in this with you.

## **COMPANY COMMANDERS**

A Company Commander's duty is considered one of the most honored and valued positions a Coast Guardsman can hold, and is absolutely vital to the process of making a Guardian. A Company Commander can also be one of the most influential people in persons' life. Company Commanders are responsible for mentoring, counseling, instructing and most importantly passing on the heritages and traditions of our Coast Guard by instilling self-discipline, pride and esprit-de-corps. Company Commanders must be in good physical shape, and must be squared away, but equally important they must live and breathe our Coast Guard values of "Honor, Respect and Devotion to duty."

The Company Commander School does an outstanding job preparing our members for such commitments. For more information, contact the Company Commander School Chief at (609) 898-6589.

## **HERO SALUTE**

Anheuser-Busch is honored to salute the men and women of our armed forces and their families. Throughout 2008, members of the military and as many as three direct dependents may enter any one of Anheuser-Busch's SeaWorld, Busch Gardens or Sesame Place parks with a single-day complimentary admission.

## **UPCOMING EVENTS**

CPOA National Convention  
Global Maritime Senior Enlisted Symposium  
Thanksgiving PATFORSWA visit

## SENIOR ENLISTED LEADERSHIP ADVISORY COUNCIL

In my last MCPOCG Notes I provided a list of initiatives that I've asked our CMC's and RFMC's to research and develop positions to positively influence change within the Coast Guard. As we move forward I will continue to provide you updates of significance below.

Project	Status
Policy change to authorize selling of leave while on an Indefinite reenlistment	Policy change announced via ALCOAST 307/08
Review of Sea pay rates & tiers per ALCOAST 473/01	Rates reviewed in March; results pending.
Reset sea/surf duty and award points.	CG-12 directed a working group to review this proposal. The group will meet in August.
Increase Officer in Charge NJP authorities to mirror Junior Officers serving as COs.	Proposal being reviewed by CG-53
Full time CMC positions within DCMS	Proposal submitted to CG-12

## MCPOCG QUESTION of the MONTH

The response to the question of the month continues to be outstanding. My thanks go out to everyone who has participated. We will continue to make the questions challenging to all. We will send a MCPOCG coin to the first five people who submit the correct answer. Good luck.

Office Staff	Disclaimer
<div>YNCM Claude Taylor      MCPOCG Executive Assistant</div> <div>YNCM Ann Tubbs        MCPOCG Special Assistant</div> <div>YNC Crystal Sparks      Admin Chief &amp; MCPOCG Scheduler</div> <div>YN3 Julius Chatmon     Admin</div> <div>Master Chief of the Coast Guard</div> <div>2100 Second Street SW Room 2114</div> <div>Washington, DC 20593-0001</div> <div>Phone: (202) 372-4433</div> <div>Fax: (202) 372-4962</div>	<b>These MCPOCG Notes are an informal means for information exchange to all Coast Guard members. The material contained within is not for record purposes nor does it represent any official Coast Guard policy.</b>